

4. PROPOSALS



The incomplete information maintained on the PERSAL system has impeded the evaluation of the state of representativeness in the Public Service. Although it was intended that PERSAL would facilitate the extraction of information for purposes of the evaluation, it is obvious that this did not materialise. The following proposals are made which will address some of the concerns expressed in the observations, including improving the PERSAL system.

Role of Public Service Commission

- The information gleaned from PERSAL was to have been analysed by the Public Service Commission with the view to identifying those departments that have not achieved their targets. Although this has not been achieved, through this evaluation, the issue could be addressed in the short term. In this regard and as indicated earlier, the Commission is embarking upon another project, namely, specifying to departments its requirements for affirmative action programmes and employment equity plans. Departments will be requested to indicate the breakdown of its personnel across the various salary levels. The information will be analysed and departments that have not met the targets will be requested to inform the Commission, inter alia, as to why the targets have not been met, the measures, including the time frames, that have been put in place to ensure that the targets laid down in the White Papers will be achieved as well as the constraints experienced in achieving the targets. The Commission will continue to monitor progress in this regard.

Update of Information

- Departments are reminded that the information available on PERSAL can only be correct to the extent that such information is updated continuously by the departments. Departments must immediately update the necessary information maintained by the system in terms of race, gender, disability and distribution of its personnel across the various salary levels. To this end PERSAL, through its system, should also request departments to update all information maintained thereon. The information in this regard will be analysed and compared with the information submitted by the departments to the Public Service Commission in response to the Commission specifying its reporting requirements for affirmative action programmes and employment equity plans.

Recruitment Drive

- Departments that have not achieved the targets laid down, especially in respect of persons with disabilities must vigorously embark upon a recruitment programme for this target group. Significant improvement needs to be made in the recruitment of persons with disabilities if the target of 2% is to be achieved by 2005.

Review Cycle

- The Public Service Commission will continue to monitor progress in the attainment of, inter alia, numeric targets as part of the broad transformation process of the Public Service, either through feedback from the departments or via the PERSAL system.